



# BankTrack is looking for a Human Rights Campaigner to work on banks and conflict zones

(32 HOURS PER WEEK)

**BankTrack is the international tracking, campaigning and NGO support organisation targeting private sector commercial banks and the activities they finance. We challenge banks globally to act on preventing catastrophic climate change, protecting nature, avoiding an ‘era of pandemics’, and ending human rights violations.**

BankTrack is now looking for a Human Rights Campaigner to join our team and lead our new pilot project on banks and conflict zones.

## **Banks and human rights, operating in conflict zones.**

The overall aim of the [Banks and Human Rights campaign](#) is to ensure private sector banks respect human rights in all their operations, and particularly in their provision of finance, and stop bank finance for companies and projects that cause severe human rights abuses.

Part of our human rights campaign is focused on the specific human rights responsibilities of banks operating in or being linked to conflict zones. In conflict-affected areas, companies, including banks, face a high risk of involvement in human rights abuses and violations of international humanitarian law. As such, they are required to exercise heightened due diligence, and they have a responsibility to ensure that they are not contributing to, profiting from, or being complicit in international crimes.

So far, BankTrack has investigated bank finance for oil & gas companies and other industries supporting the military regime in [Myanmar](#); co-published reports exposing banks’ financial links to companies operating in the illegal Israeli settlements in the [Occupied Palestinian Territories](#), and we have exerted campaign pressure on banks still operating in [Russia](#) after its illegal invasion of Ukraine.

## **Role and responsibilities**

BankTrack now seeks to hire a campaigner whose primary responsibility will be campaigning for all remaining Western banks to leave Russia, but who will also support our other work on banks in conflict zones. Specifically, we seek someone that will:

- Develop and implement a campaign plan aimed at increasing pressure from retail clients and the public on key Western banks still operating in Russia, including Raiffeisen Bank International, UniCredit and OTP.
- Engages with the key target banks on their human rights obligations in/during conflicts.

- Engages with civil society partners involved in our campaign and NGO coalitions working to support Ukraine.
- Writes reports, press releases, articles, and social media posts related to our campaign effort.
- Arranges our presence at relevant 2025 AGMs of target banks.
- Supports our work on banks in other conflict areas, specifically on Israel and Gaza/the Occupied Palestinian Territories.

### **Ideally, we are looking for someone who:**

- Is fluent in English, with excellent writing skills, with fluency in German and/or Ukrainian a distinct advantage.
- Has proven skills and experience in organising and developing public pressure campaigns targeting business (not necessarily banks).
- Is enthusiastic, practically minded, and good-humoured, and combines a passion for addressing economic injustice with a professional work attitude and desire to ‘get the job done’.
- Has a good working knowledge of the main frameworks governing responsibilities of business to respect human rights (e.g. UN Guiding Principles, OECD Guidelines) and relevant international human rights treaties, including those related to labour and Indigenous Peoples’ rights.
- Has a working level understanding of commercial banking activities, with interest/desire to expand this knowledge.
- Has experience in building connections and networks with different civil society organisations, activists, grassroots groups, media, and other stakeholders.
- Has exceptional communication and relationship building skills, and is able to work with people from different backgrounds.
- Is able to think out of the box and find new ways to achieve campaign aims.
- Is prepared to travel as campaign work dictates, mostly in Europe.
- Understands that this will not always be a nine to five job.
- Can work independently and under time pressure when needed.

We fully understand that even the ideal candidate may not possess *all* the qualifications above, so do not be discouraged to apply.

### **We offer:**

- An exciting and challenging position in a well-known organisation determined on making a real difference to the banking sector globally.
- A contract for **9 months**, with any prolongation dependent on performance and available funding at the time.
- An assignment of 32 hours per week with flexible working hours (a somewhat shorter working week can also be discussed).
- Travel opportunities and training possibilities.
- Salary indication: gross wage 2,900-3,200 euro per month, on a full-time (36 hours per week) basis, depending on relevant experience, plus an additional 8% annual holiday allowance.
- Inclusion in our pension scheme and other fringe benefits (if employed under Dutch labour contract).

### **Location and team**

As a Human Rights campaigner you will join our 2-person Human Rights team, part of our overall team of 12 (excluding volunteers/interns) and will report to the (interim) Human Rights Lead.

BankTrack is based in Nijmegen, the Netherlands. Ideally, you will also be based in the Netherlands, so you can join us in working in person for at least some of your working week and work directly with our (interim) Campaign Lead. Given the nature of this project and location of our target banks, you may also be working from elsewhere in the European Union, provided that we are able to contract you on a consultant basis, and that it is feasible for you to travel to Central and Eastern Europe by train.

## Interested? Here's how to apply.

To apply for this position, please use [this form](#) and carefully fill in all required fields, including your motivation and CV. **Note that applications submitted through other means will not be considered.**

The deadline to apply for this position is **Thursday, May 30, 2024**, with a first round of interviews planned for June 5-6. Ideally, the selected candidate will start in July, but this could be postponed until September (not August).

**Important:** In the Netherlands, BankTrack can employ citizens of the European Union, as well as non-EU citizens that are *already* in possession of a valid work permit. In other EU countries, employment is dependent on whether we can employ you on a consultant basis. Please refrain from applying if you are not in these categories.

**BankTrack's intentional hiring policy seeks to strengthen the ethnic and gender diversity within [our current team](#). Candidates that will strengthen this diversity are therefore strongly encouraged to apply.**

For further questions about the position, please contact Johan Frijns, Director, at [johan@banktrack.org](mailto:johan@banktrack.org) or Giulia Barbos, interim Campaign Lead on human rights, at [giulia@banktrack.org](mailto:giulia@banktrack.org)

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